

PERSON SPECIFICATION

TEACHER

QUALIFICATIONS

- Degree or equivalent in a relevant subject area
- Professional teaching qualifications

EXPERIENCE

- Teaching experience within the UK education system
- Initial teacher training teaching experience or secondary phase teaching experience in the subject

KNOWLEDGE SKILLS AND UNDERSTANDING

- Strong and secure subject knowledge, understanding how to apply your understanding to support students' learning
- Knowledge of the UK education system and relevant curriculum requirements
- The Core Professional Standards and Teaching Standards for subject teachers
- The characteristics of high quality teaching in the subject and how students learn and progress as a result
- Strategies to maximise student progress including assessment for learning
- Understanding of how to develop students' literacy, numeracy and ICT skills through the subject.
- Strategies to support student achievement including strategies relating to SEN, MAGT, EAL or underachieving students
- How to use the contribution of ICT to aid teaching and learning, including how to provide and deliver distance learning eg during enforced school closure.
- How to establish positive and supportive classroom working relationships, including how to motivate and enthuse students
- The role of the tutor and the contribution of all staff to children's well-being
- The importance of equal opportunities and personal, social, health and careers education, including British Values
- Safeguarding requirements and the contents of Keeping Children Safe in Education Part 1
- How to support and develop colleagues' teaching skills (Upper Pay Spine teachers only)

SKILLS AND QUALITIES

- Ability to reflect and develop your own practice with the commitment to ensure the growth of your professional abilities
- Good organisational skills, and the ability to consistently meet deadlines
- Positive attitude, with good interpersonal skills demonstrating consistently the positive attitudes, values and behaviour which are expected of students.
- Desire and ability to work well as part of a team
- Adaptability to changing circumstances and new ideas.
- Commitment to support students to achieve and develop
- Energy, vigour, perseverance and a good sense of humour!



JOB DESCRIPTION

- 1) To plan and deliver well-structured lessons in line with the school's curriculum and teaching schedule, setting goals that stretch and challenge students of all backgrounds, abilities and dispositions within a safe and stimulating environment and deploying support staff effectively
- 2) To support students to make the best possible progress through the use of a variety of teaching, learning and other support strategies, taking responsibility for their outcomes and planning teaching to build on prior knowledge and understanding.
- 3) To ensure that teaching is adapted to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers, including those students that have SEND, are MAGT or Student Premium or have English as an Additional Language.
- 4) To assess and record students' achievements, to prepare reports and take part in parental/carers consultations. To use assessments to support students to reflect on what they have achieved, address misunderstanding and inform future planning. To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback
- 5) To set homework and other out of class activities to consolidate and extend the knowledge and understanding students have acquired, checking completing and providing feedback as required
- 6) To set work on-line, deliver on-line lessons or use remote teaching for students who are not in the classroom, as required within the framework of directed time, and also within any school enforced closure period, giving feedback to students as requested.
- 7) To manage behaviour effectively to ensure a good and safe learning environment, implementing school policy and supporting this through clear and fair rules and routines for behaviour in classrooms with an emphasis on rewards and praise alongside any necessary sanctions.
- 8) To contribute to the design and provision of an engaging curriculum within the relevant subject area as part of the subject team and at a level proportionate to the responsibilities that you hold.
- 9) To participate in the Trust's Performance Management scheme, actively seeking to support your own development by undertaking in-service training to keep abreast of developments in national and school initiatives.
- 10) To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being.
- 11) To observe and implement current school policies and good practice, taking heed of guidance and requirements as laid down in your teams as well as in the staff handbook. In particular, to be aware of the need to avoid unsanctioned social media interactions with students.
- 12) To perform duties and attend meetings as reasonably required
- 13) To act within, the statutory frameworks which set out your professional duties and responsibilities.
- 14) To carry out such particular duties as the Headteacher or CEO may reasonably direct from time to time, in accordance with the current Teachers' Pay and Conditions of Service Document.

